



- [REDACTED] went to Dave's house about the same time and met with Dave and Sharon and talked for hours about how broken his marriage is and how he's ready to move out. They advised strongly to not move out right before Christmas for his [REDACTED] sake and that he and [REDACTED] needed to be in counseling together instead of seeing separate counselors. [REDACTED] agreed.
- [REDACTED] came in yesterday end of day demanding to meet with Dave. She met with Dave, Jeremy and Brian W and was very emotional and all over the place with her accusations against [REDACTED]. Called in [REDACTED] to try and get to truth but it was still very messy and [REDACTED] was denying what she said. [REDACTED] said he admitted all of this to their elders.
- [REDACTED] and [REDACTED] were supposed to meet with their pastor and elders last night at 6:30pm. Dave asked that the meeting be moved to our office since they seemed to be the third party that could confirm or deny what [REDACTED] was saying. Jen joined the meeting.
- The elders quickly confirmed that [REDACTED] had a sexual affair [REDACTED] with a team member here. He "rekindled it" emotionally [REDACTED]. It ended when someone from here (not sure who) called [REDACTED] and she confronted him. They walked with their church elders to process it at the time. [REDACTED] admitted this once confronted.
- For the past 4-ish years, [REDACTED] has had an emotional affair with some touching with [REDACTED] ([REDACTED]). It ended in September. [REDACTED] discovered it 2-ish weeks ago as [REDACTED]. [REDACTED] have been walking through a healing process and began telling [REDACTED] the details. [REDACTED] also admitted this in front of us once he was confronted by the elders.
- Jeremy and Dave met with [REDACTED] before board meeting this morning and he was very broken and admitted again to the two situations. Said there was nothing else.
- Met with board this morning and recapped all of above then [REDACTED] joined and Judy (who was at the meeting last night from their church) joined on [REDACTED]'s behalf since [REDACTED] had to be at Vandy all morning so [REDACTED] could get his treatment. All got rehashed again and board members asked many questions. The only new information was that [REDACTED] was flirty with one of our [REDACTED] but there was never any touching or any outside of work contact (both were at a few live events). No contact since. This is the only piece of info that [REDACTED] has proactively provided vs "getting caught" on the other stuff.
- We gave [REDACTED] every opportunity to tell us if there was ANYTHING else and he said no.

What we decided today as a board:

- The physical affair was over [REDACTED] ago and that matters (it wasn't recent) and the recent affair was emotional and some touching. [REDACTED] has been here [REDACTED] and that matters in how we deal with this.
- [REDACTED] with extra reinforcement [REDACTED].
- As soon as [REDACTED] he will go on sabbatical for at least the month of February.
- Completely [REDACTED] for an additional 6 months.
- Walks a healing path that we help put together with counselors, 1-2 weeks at [REDACTED] some time with Dave and Stephen Mansfield, etc. All will report back to us so that we're all hearing/seeing the same things.
- If anything else comes out that he hasn't already told us, we will fire him.

- If he is not healing and we can't rebuild trust in him, he won't be able to stay and we may make that determination at any point. This decision is the decision for today, but there's no guarantee he makes the turn needed to be able to stay long term. It does give us a little bit of runway to make alternate plans.

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